

RAYMOND E. VATH, M.D., P.S.  
2661 BELLEVUE-REDMOND ROAD  
SHERWOOD FOREST OFFICE PARK, SUITE 105  
BELLEVUE, WASHINGTON 98008  
Telephone 206 882-0700

5 April 1994

Dear Tania,

By now you must be aware of the changes that have occurred at Mercy Corps. As we explored your complaints, we looked for similar mistreatment of the organization and as might be expected, a person who creates a dysfunctional family, will be a dysfunctional influence in an organization.

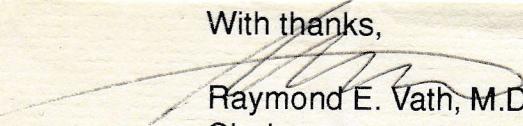
As we on the board believe in a redemptive approach to problems we are attempting to give opportunity for growth to all involved in the organization, including your father. It will take some time to repair the problems that were more deep rooted than we were aware.

Although the board had some awareness of dysfunction due to the recurring financial crises, we did not know the extent of the problems until you began to call our attention to this indirectly by complaining to those involved in your own recovery. This led to a rather careful evaluation not only of your complaints but also opened communications from the Mercy Corps staff as well. I admire your courage in bringing the problems forth, and we are very grateful to you for helping improve Mercy Corps.

We cannot undo the traumas you experienced in the past, but in the future Mercy Corps people will be treated with fairness and respect, and your sacrifice will bring blessing to not only the staff but to the recipients of our programs internationally.

We hope you will continue to find your own healing so you too can move forwards into a better life than you have experienced. It's not what happens to us, it is what we do with what happens to us. As you surround yourself with caring people, their love and compassion will bring you the healing you need.

With thanks,

  
Raymond E. Vath, M.D.  
Chairman